

EXHIBIT A

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-00

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO
DISCRIMINATED AGAINST ME:

NAME

SANTA MONICA COMMUNITY COLLEGE DISTRICT

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

LOS ANGELES

COUNTY CODE

037

NO. OF EMPLOYEES/MEMBERS (if known)

150

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

05/03/2010

RESPONDENT CODE

00

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:☐ termination☐ laid off☒ demotion☒ harassment☐ genetic characteristics testing☐ constructive discharge (forced to quit)☐ impermissible non-job-related inquiry☐ denial of employment☐ denial of promotion☐ denial of transfer☐ denial of accommodation☒ failure to prevent discrimination or retaliation☒ retaliation☒ other (specify) harassment, discrimination, retaliation, failure
to prevent☐ denial of family or medical leave☐ denial of pregnancy leave☐ denial of equal pay☐ denial of right to wear pants☐ denial of pregnancy accommodation

by SANTA MONICA COMMUNITY COLLEGE DISTRICT

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex☐ age☐ religion☒ race/color☐ national origin/ancestry☐ marital status☐ sexual orientation☐ association☒ disability (physical or mental)☒ medical condition (cancer or

generic characteristic

☒ other (specify) race, which following perceived conditions☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you
believe to be the
reason(s) for
discriminationRETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL
CONDITIONS, ETC.I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit
the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act,
whichever is earlier.I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process
or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to
matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

DFEH-300-03b (02/08)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-00

RUETZ/SANTA MONICA COMMUNITY COLLEGE DISTRICT

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

A handwritten signature in cursive script, reading "Lottie Woodruff", is positioned below the "Sincerely," text.

Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367

N. 2ND AVE.

UPLAND, CA 91786

RE: E200910S6434-00

RUETZ/SANTA MONICA COMMUNITY COLLEGE DISTRICT

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective May 21, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

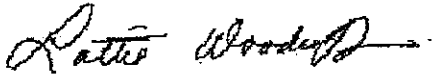
This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

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Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lottie Woodruff".

Lottie Woodruff
District Administrator

cc: Case File

MARCIA WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BOULEVARD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-01

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO
DISCRIMINATED AGAINST ME:

NAME

VASQUEZ, ALBERT

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

150

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

05/03/2010

RESPONDENT CODE

01

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:☐ termination☐ denial of employment☐ denial of family or medical leave☐ laid off☐ denial of promotion☐ denial of pregnancy leave☒ demotion☐ denial of transfer☐ denial of equal pay☒ harassment☐ denial of accommodation☐ denial of right to wear pants☐ genetic characteristics testing☒ failure to prevent discrimination or retaliation☐ denial of pregnancy accommodation☐ constructive discharge (forced to quit)☒ retaliation☐ impermissible non-job-related inquiry☒ other (specify) harassment, discrimination, retaliation, failure
to prevent

by VASQUEZ, ALBERT

CHIEF OF POLICE

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex☐ national origin/ancestry☒ disability (physical or mental)☒ retaliation for engaging in protected☐ age☐ marital status☒ medical condition (cancer or

activity or requesting a protected

☐ religion☐ sexual orientation

generic characteristic

leave or accommodation

☒ race/color☐ association☒ other (specify) race, whistleblowing, perceived conditionsState of what you
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or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to
matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

DFEH-300-030 (02/08)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-01
RUETZ/VASQUEZ, ALBERT, AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

A handwritten signature in cursive script that reads 'Lottie Woodruff'.

Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL
C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.
UPLAND, CA, 91786

RE: E200910S6434-01
RUETZ/VASQUEZ, ALBERT, AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective May 21, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

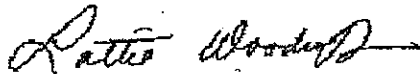
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Notice of Case Closure
Page Two

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Sincerely,

A handwritten signature in cursive script, appearing to read "Lottie Woodruff", with a horizontal line extending from the end of the signature.

Lottie Woodruff
District Administrator

cc: Case File

MARCIA WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-02

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Mrs.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO
DISCRIMINATED AGAINST ME:

NAME

TRUMP, KURT

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

150

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

05/03/2010

RESPONDENT CODE

02

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:

<input type="checkbox"/> termination	<input type="checkbox"/> denial of employment	<input type="checkbox"/> denial of family or medical leave
<input type="checkbox"/> laid off	<input type="checkbox"/> denial of promotion	<input type="checkbox"/> denial of pregnancy leave
<input checked="" type="checkbox"/> demotion	<input type="checkbox"/> denial of transfer	<input type="checkbox"/> denial of equal pay
<input checked="" type="checkbox"/> harassment	<input type="checkbox"/> denial of accommodation	<input type="checkbox"/> denial of right to wear pants
<input type="checkbox"/> genetic characteristics testing	<input checked="" type="checkbox"/> failure to prevent discrimination or retaliation	<input type="checkbox"/> denial of pregnancy accommodation
<input type="checkbox"/> constructive discharge (forced to quit)	<input checked="" type="checkbox"/> retaliation	
<input type="checkbox"/> impermissible non-job-related inquiry	<input checked="" type="checkbox"/> other (specify) harassment, discrimination, retaliation, failure to prevent	

by TRUMP, KURT

SERGEANT

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex☐ national origin/ancestry☒ disability (physical or mental)☒ retaliation for engaging in protected☐ age☐ marital status☒ medical condition (cancer or

activity or requesting a protected

☐ religion☐ sexual orientation

generic characteristic

leave or accommodation

☒ race/color☐ association☒ other (specify) race, whistleblowing, perceived conditionsState of what you
believe to be the
reason(s) for
discriminationRETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL
CONDITIONS, ETC.I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit
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or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to
matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

DFEH-300-03a (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-02
RUETZ/TRUMP, KURT, AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

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Sincerely,

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Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367

N. 2ND AVE.

UPLAND, CA, 91786

RE: E200910S6434-02

RUETZ/TRUMP, KURT, AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

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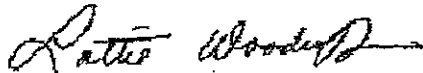
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Notice of Case Closure
Page Two

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Lottie Woodruff
District Administrator

cc: Case File

MARCIA WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACTDFEH # E200910S6434-05

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO
DISCRIMINATED AGAINST ME:

NAME

AGARD, SHERYL (SASHA)

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

150

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

05/03/2010

RESPONDENT CODE

05

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:☐ termination☐ denial of employment☐ denial of family or medical leave☐ laid off☐ denial of promotion☐ denial of pregnancy leave☒ demotion☐ denial of transfer☐ denial of equal pay☒ harassment☐ denial of accommodation☐ denial of right to wear pants☐ genetic characteristics testing☒ failure to prevent discrimination or retaliation☐ denial of pregnancy accommodation☐ constructive discharge (forced to quit)☒ retaliation☐ impermissible non-job-related inquiry☒ other (specify) harassment, discrimination, retaliation, failure to preventby AGARD, SHERYL (SASHA)

SECRETARY

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex☐ national origin/ancestry☒ disability (physical or mental)☒ retaliation for engaging in protected☐ age☐ marital status☒ medical condition (cancer or

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generic characteristic

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☒ race/color☐ association☒ other (specify) race, whistleblowing, perceived conditionsState of what you
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reason(s) for
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matters stated on my information and belief, and as to those matters I believe it to be true.Dated 05/21/2010At UplandDATE FILED: 05/21/2010

DFEH-300-03b (02/08)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-05
RUETZ/AGARD, SHERYL (SASHA), AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

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Sincerely,

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Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL
C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.
UPLAND, CA, 91786

RE: E200910S6434-05
RUETZ/AGARD, SHERYL (SASHA), AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

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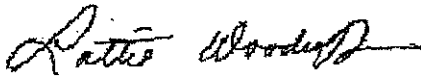
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Notice of Case Closure
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Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

MARCIA WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-06

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO
DISCRIMINATED AGAINST ME:

NAME

JONES, JENNIFER

TELEPHONE NUMBER (include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

150

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

05/03/2010

RESPONDENT CODE

06

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:☐ termination☐ denial of employment☐ denial of family or medical leave☐ laid off☐ denial of promotion☐ denial of pregnancy leave☒ demotion☐ denial of transfer☐ denial of equal pay☒ harassment☐ denial of accommodation☐ denial of right to wear pants☐ genetic characteristics testing☒ failure to prevent discrimination or retaliation☐ denial of pregnancy accommodation☐ constructive discharge (forced to quit)☒ retaliation☐ impermissible non-job-related inquiry☒ other (specify) harassment, discrimination, retaliation, failure
to prevent

by JONES, JENNIFER

SECRETARY

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

because of:

☐ sex☐ national origin/ancestry☒ disability (physical or mental)☒ retaliation for engaging in protected☐ age☐ marital status☒ medical condition (cancer or

activity or requesting a protected

☐ religion☐ sexual orientation

genetic characteristic

leave or accommodation

☒ race/color☐ association☒ other (specify) race, whistleblowing, perceived conditionsState of what you
believe to be the
reason(s) for
discriminationRETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL
CONDITIONS, ETC.I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit
the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act,
whichever is earlier.I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process
or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to
matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

DFEH-300-03a (02/08)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-06
RUETZ/JONES, JENNIFER, AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lottie Woodruff".

Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367

N. 2ND AVE.

UPLAND, CA, 91786

RE: E200910S6434-06

RUETZ/JONES, JENNIFER, AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective May 21, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

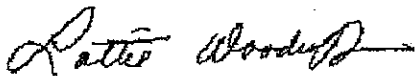
This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lottie Woodruff", followed by a horizontal line extending to the right.

Lottie Woodruff
District Administrator

cc: Case File

MARCIA WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACTDFEH # E200910S6434-07

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO
DISCRIMINATED AGAINST ME:

NAME

AGARD, SHERYL (SASHA)

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

150

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

05/03/2010

RESPONDENT CODE

07

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:

<input type="checkbox"/> termination	<input type="checkbox"/> denial of employment	<input type="checkbox"/> denial of family or medical leave
<input type="checkbox"/> laid off	<input type="checkbox"/> denial of promotion	<input type="checkbox"/> denial of pregnancy leave
<input checked="" type="checkbox"/> demotion	<input type="checkbox"/> denial of transfer	<input type="checkbox"/> denial of equal pay
<input checked="" type="checkbox"/> harassment	<input type="checkbox"/> denial of accommodation	<input type="checkbox"/> denial of right to wear pants
<input type="checkbox"/> genetic characteristics testing	<input checked="" type="checkbox"/> failure to prevent discrimination or retaliation	<input type="checkbox"/> denial of pregnancy accommodation
<input type="checkbox"/> constructive discharge (forced to quit)	<input checked="" type="checkbox"/> retaliation	
<input type="checkbox"/> impermissible non-job-related inquiry	<input checked="" type="checkbox"/> other (specify) <u>harassment, discrimination, retaliation, failure to prevent</u>	

by AGARD, SHERYL (SASHA)SECRETARY

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

<input type="checkbox"/> sex	<input type="checkbox"/> national origin/ancestry	<input checked="" type="checkbox"/> disability (physical or mental)	<input checked="" type="checkbox"/> retaliation for engaging in protected
<input type="checkbox"/> age	<input type="checkbox"/> marital status	<input checked="" type="checkbox"/> medical condition (cancer or	activity or requesting a protected
<input type="checkbox"/> religion	<input type="checkbox"/> sexual orientation	genetic characteristic	leave or accommodation
<input checked="" type="checkbox"/> race/color	<input type="checkbox"/> association	<input checked="" type="checkbox"/> other (specify) <u>race, whistleblowing, perceived conditions</u>	

State of what you
believe to be the
reason(s) for
discriminationRETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL
CONDITIONS, ETC.I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit
the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act,
whichever is earlier.I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process
or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to
matters stated on my information and belief, and as to those matters I believe it to be true.Dated 05/21/2010At UplandDATE FILED: 05/21/2010DFEH-300-030 (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-07
RUETZ/AGARD, SHERYL (SASHA), AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

Enclosed is a copy of your client's complaint of discrimination filed with the Department of Fair Employment and Housing (DFEH) pursuant to the California Fair Employment and Housing Act, Government Code section 12900 et seq. Also enclosed is a copy of your client's Notice of Case Closure, which constitutes your client's right-to-sue notice. Pursuant to Government Code section 12962, DFEH will not serve these documents on the employer.

Please refer to the enclosed Notice of Case Closure for information regarding filing a private lawsuit in the State of California.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Lottie Woodruff'.

Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017
(213) 439-6700
www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL
C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.
UPLAND, CA, 91786

RE: E200910S6434-07
RUETZ/AGARD, SHERYL (SASHA), AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective May 21, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

This letter is also the Right-To-Sue Notice. According to Government Code section 12965, subdivision (b), a civil action may be brought under the provisions of the Fair Employment and Housing Act against the person, employer, labor organization or employment agency named in the above-referenced complaint. The civil action must be filed within one year from the date of this letter.

If a federal notice of Right-To-Sue is wanted, the U.S. Equal Employment Opportunity Commission (EEOC) must be visited to file a complaint within 30 days of receipt of this DFEH *Notice of Case Closure* or within 300 days of the alleged discriminatory act, whichever is earlier.

Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,



Lottie Woodruff
District Administrator

cc: Case File

MARCIA WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405

*** EMPLOYMENT ***

COMPLAINT OF DISCRIMINATION UNDER
THE PROVISIONS OF THE CALIFORNIA
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E200910S6434-09

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

RUETZ, RUSSELL

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909)985-4003

ADDRESS

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367
N. 2ND AVE.

CITY/STATE/ZIP

UPLAND, CA, 91786

COUNTY

SAN BERNARDINO

COUNTY CODE

071

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO
DISCRIMINATED AGAINST ME:

NAME

CRITTENDEN, TARA

TELEPHONE NUMBER (Include Area Code)

(310)434-4000

ADDRESS

1900 PICO BLVD

DFEH USE ONLY

CITY/STATE/ZIP

SANTA MONICA, CA 90405

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

150

DATE MOST RECENT OR CONTINUING DISCRIMINATION
TOOK PLACE (month, day, and year)

05/03/2010

RESPONDENT CODE

09

THE PARTICULARS ARE:

I allege that on about or before
05/03/2010, the following
conduct occurred:☐ termination☐ laid off☒ demotion☒ harassment☐ generic characteristics testing☐ constructive discharge (forced to quit)☐ impermissible non-job-related inquiry☐ denial of employment☐ denial of promotion☐ denial of transfer☐ denial of accommodation☒ failure to prevent discrimination or retaliation☒ retaliation☒ other (specify) harassment, discrimination, retaliation, failure
to prevent☐ denial of family or medical leave☐ denial of pregnancy leave☐ denial of equal pay☐ denial of right to wear pants☐ denial of pregnancy accommodation

by CRITTENDEN, TARA

DISPATCHER

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex☐ age☐ religion☒ race/color☐ national origin/ancestry☐ marital status☐ sexual orientation☐ association☒ disability (physical or mental)☒ medical condition (cancer or

generic characteristic

☒ other (specify) race, whistleblowing, perceived conditions☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you
believe to be the
reason(s) for
discriminationRETALIATION, HARASSMENT, DISCRIMINATION, HOSTILE WORK ENVIRONMENT, BASED ON RACE, COLOR, PERCEIVED MEDICAL AND PHYSICAL
CONDITIONS, ETC.I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit
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whichever is earlier.I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process
or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to
matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/21/2010

At Upland

DATE FILED: 05/21/2010

DFEH-300-03e (02/08)
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-8700

www.dfeh.ca.gov



May 21, 2010

RE: E200910S6434-09

RUETZ/CRITTENDEN, TARA, AS AN INDIVIDUAL

NOTICE TO COMPLAINANT'S ATTORNEY

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Sincerely,

A handwritten signature in cursive script, appearing to read 'Lottie Woodruff'.

Lottie Woodruff
District Administrator

Enclosure: Complaint of Discrimination
Notice of Case Closure

STATE OF CALIFORNIA - STATE AND CONSUMER SERVICES AGENCY

ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

1055 WEST 7TH STREET, SUITE 1400, LOS ANGELES, CA 90017

(213) 439-6700

www.dfeh.ca.gov



May 21, 2010

RUETZ, RUSSELL

C/O MICHAEL A. MCGILL, LACKIE DAMMEIER MCGILL, 367

N. 2ND AVE.

UPLAND, CA, 91786

RE: E200910S6434-09

RUETZ/CRITTENDEN, TARA, AS AN INDIVIDUAL

Dear RUETZ, RUSSELL:

NOTICE OF CASE CLOSURE

This letter informs that the above-referenced complaint that was filed with the Department of Fair Employment and Housing (DFEH) has been closed effective May 21, 2010 because an immediate right-to-sue notice was requested. DFEH will take no further action on the complaint.

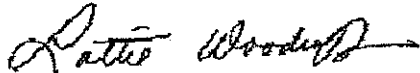
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Notice of Case Closure
Page Two

DFEH does not retain case files beyond three years after a complaint is filed, unless the case is still open at the end of the three-year period.

Sincerely,

A handwritten signature in black ink, appearing to read "Lottie Woodruff", with a stylized flourish at the end.

Lottie Woodruff
District Administrator

cc: Case File

M WADE
HUMAN RESOURCES
HUMAN RESOURCES
1900 PICO BLVD
SANTA MONICA, CA 90405